

## No-FEAR Act Data 2004 1st Quarter

1. Complaints of Discrimination Filed
  - o Number of Complaints Filed: 10
  - o Number of Individuals Filing Complaints: 10
  - o Number of Individuals Filing Two or More Complaints: 0
2. Bases of Complaints Filed
  - o Race: 7
  - o Color: 1
  - o Religion: 0
  - o Reprisal: 1
  - o Sex: 2
  - o National Origin: 1
  - o Equal Pay Act: 0
  - o Age: 1
  - o Disability: 4
  - o Non-EEO: 0
3. Issues of Complaints Filed
  - o Awards: 0
  - o Harassment/Non-sexual: 3
  - o Promotion/Non-selection: 0
  - o Assignment of Duties: 0
  - o Evaluation/Appraisal: 6
  - o Termination: 1
  - o Terms/Conditions of Employment: 1
  - o Training: 0
4. Average Processing Time
  - o Counselings: 63 days
  - o Investigations: 126 days
  - o Final Actions with a Hearing: data not available
  - o Final Actions without a Hearing: data not available
5. Dismissals
  - o Number of Dismissals: 0
  - o Average Days Pending At the Time of Dismissal: NA
6. Findings of Discrimination
  - o Findings Rendered with a Hearing
    - Number of Findings: 0
    - Percentage of Findings: NA
  - o Findings Rendered without a Hearing
    - Number of Findings: 0
    - Percentage of Findings: 0
  - o Issues of Findings of Discrimination: 0
  - o Bases of Findings of Discrimination: 0
7. Number of Pending Complaints Filed in Prior Fiscal Years
  - o Number of Complaints Pending: 21
  - o Number of Individuals Filing These Complaints: 16
  - o Number Pending Investigation: 0
  - o Number Pending Final Agency Action: 1
  - o Number Pending Hearing: 14
  - o Number Pending Appeal: 0

NOTE: 17 of the pending complaints were filed prior to FY04 1st Quarter by 14 filers.  
Processing Status of the 17 pending prior to FY2004 (Pending Hearing: 14; On hold due to illness of complainant: 2; Awaiting signing of NSA: 1)
8. Number of Pending Complaints Not Completed within 180 days (plus any authorized extensions): 2

## 2nd Quarter FY 04

1. Complaints of Discrimination Filed
  - Number of Complaints Filed: 5
  - Number of Individuals Filing Complaints: 5
  - Number of Individuals Filing Two or More Complaints: 0
2. Bases of Complaints Filed
  - Race: 3
  - Color: 1
  - Religion: 0
  - Reprisal: 2
  - Sex: 1
  - National Origin: 0
  - Age: 5
  - Disability: 2
3. Issues of Complaints Filed
  - Harassment/Non-sexual: 3
  - Harassment/Sexual: 1
  - Promotion/Non-selection: 3
  - Suspension: 1
4. Average Processing Time
  - Counselings: 28 days
  - Investigations: NA
  - Final Actions with a Hearing: NA
  - Final Actions without a Hearing: NA
5. Dismissals
  - Number of Dismissals: 0
  - Average Days Pending At the Time Dismissal: NA
6. Findings of Discrimination
  - Findings Rendered with a Hearing
    - Number of Findings: 0
    - Percentage of Findings: NA
  - Findings Rendered without a Hearing
    - Number of Findings: 0
    - Percentage of Findings: NA
  - Issues of Findings of Discrimination: 0
  - Bases of Findings of Discrimination: 0
7. Number of Pending Complaints Filed in Prior Fiscal Years
  - Number of Complaints Pending: 5

- Number of Individuals Filing These Complaints: 5
- Number of Pending Investigations: 0
- Number Pending Final Agency Action: 0
- Number Pending Hearing: 0
- Number Pending Appeal: 0

8. Number of Pending Complaints Not Completed within 180 days: 0

### 3rd Quarter FY 04

1. Complaints of Discrimination Filed
  - Number of Complaints Filed: 7
  - Number of Individuals Filing Complaints: 7
  - Number of Individuals Filing Two or More Complaints: 0
2. Bases of Complaints Filed
  - Race: 4
  - Color: 2
  - Religion: 0
  - Reprisal: 3
  - Sex: 1
  - Age: 5
  - Disability: 2
3. Issues of Complaints Filed
  - Promotion/Non-selection: 4
  - Assignment of Duties: 4
  - Evaluation/Appraisal: 1
  - Terms/Conditions of Employment: 3
  - Training: 1
  - Duty Hours: 1
  - Reassignment: 1
4. Average Processing Time
  - Counselings: 58 days
  - Investigations: 120 days
  - Final Actions with a Hearing: NA
  - Final Actions without a Hearing: NA
5. Dismissals
  - Number of Dismissals: 0
  - Average Days Pending At the Time Dismissal: NA
6. Findings of Discrimination
  - Findings Rendered with a Hearing
    - Number of Findings: 0
    - Percentage of Findings: NA
  - Findings Rendered without a Hearing
    - Number of Findings: 0
    - Percentage of Findings: NA
  - Issues of Findings of Discrimination: 0
  - Bases of Findings of Discrimination: 0

7. Number of Pending Complaints Filed in Prior Fiscal Years

- Number of Complaints Pending: 5
- Number of Individuals Filing These Complaints: 5
- Number of Pending Investigations: 0
- Number Pending Final Agency Action: 0
- Number Pending Hearing: 0
- Number Pending Appeal: 0

8. Number of Pending Complaints Not Completed within 180 days: 0

# **4th Qtr EQUAL EMPLOYMENT OPPORTUNITY DATA POSTED PURSUANT TO THE NO FEAR ACT**

## **I. Complaints of Discrimination Filed**

- A. Number of Complaints Filed: 11
- B. Number of Individuals Filing Complaints: 11
- C. Number of Individuals Filing Two or More Complaints: 0

## **II. Bases of Complaints Filed**

- A. Race: 2
- B. Color: 0
- C. Religion: 0
- D. Reprisal: 5
- E. Sex: 1
- F. National Origin: 0
- G. Equal Pay Act: 0
- H. Age: 1
- I. Disability: 2
- J. Non-EEO: 0

## **III. Issues of Complaints Filed**

- A. Harassment/Non-sexual: 1
- B. Promotion/Non-selection: 4
- C. Assignment of Duties: 1
- D. Evaluation/Appraisal: 1
- E. Termination:
- F. Terms/Conditions of Employment: 0
- G. Training: 1
- H. Suspension: 0
- I. Hostile Work Environment: 1
- J. Reasonable Accommodations: 1

## **IV. Average Processing Time**

- A. Counselings: 45 days

- B. Investigations:
- C. Final Actions with a Hearing: data not available
- D. Final Actions without a Hearing: data not available

V. Dismissals

- A. Number of Dismissals: 0
- B. Average Days Pending At the Time of Dismissal: NA

VI. Findings of Discrimination

A. Findings Rendered with a Hearing

- 1. Number of Findings: 0
- 2. Percentage of Findings: NA

B. Findings Rendered without a Hearing

- 1. Number of Findings: 0
- 2. Percentage of Findings: 0

C. Issues of Findings of Discrimination: 0

D. Bases of Findings of Discrimination: 0

VII. Number of Pending Complaints Filed in Prior Fiscal Years

- A. Number of Complaints Pending: 4
- B. Number of Individuals Filing These Complaints: 4
- C. Number Pending Investigation: 0
- D. Number Pending Final Agency Action: 1
- E. Number Pending Hearing: 0
- F. Number Pending Appeal: 0

VIII. Number of Pending Complaints Not Completed within 180 days (plus any authorized extensions): 0